

## **Summary**

### **Name of the thesis: Termination of employment relationship for violation of labour law obligations in the Czech Republic and Germany**

The thesis deals with the comparison of legal regulations of the Czech Republic and the Federal Republic of Germany on the termination of employment relationship for violation of employment obligations. Its main objective is to describe this legislation so that a critical analysis of certain conclusions of supreme courts of both countries can be carried with regard to terms of employee protection as well as the flexibility of employment, i.e. the basic principles of labour law. The thesis can be divided into four parts.

In the first (introductory) part, the labour law of the Czech Republic and the Federal Republic of Germany are generally described. This chapter is followed by a description of the current legislation on the termination of employment in both the countries with emphasis on termination and immediate cancellation in case of the Czech Republic. In the case of the Federal Republic of Germany, the description of the applicable legal provisions relating to ordinary and extraordinary denunciations is emphasised. In the final part of the thesis, the findings obtained from previous chapters are compared to each other. From this comparison, conclusions are subsequently drawn to a possible reflection on the further direction of labour law in the Czech Republic. The thesis is based on Czech and foreign literature, legal sources describing its topic, and in the last chapter also on decisions of supreme courts of both countries, while the latest decisions of the Supreme Court of the Czech Republic are elaborated.

Key words: termination of employment relationship, violation of employment obligations, Czech Republic, Federal Republic of Germany